

# Hummersknott Academy Trust



## 71 – Equality of Opportunities Policy

Review Date: June 2024

Adopted/V1	V2	V3					
Dec 2015	July 2018	July 2021					

Hummersknott Academy Trust incorporates Hummersknott Academy and Skerne Park Academy and unless otherwise stated this policy applies to all Academies equally.

## **PURPOSE**

This policy takes full account of the Equality Act 2010 and related legislation and guidance.

[http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga\\_20100015\\_en.pdf](http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf)

We aim to give all pupils, students and staff an equal opportunity to develop to their full potential.

## **SCOPE**

We believe it is essential that all members of the Trust community are regarded as unique individuals of equal worth. More particularly, pupils and students will have their personal circumstances and family backgrounds taken into consideration in order that they may reach their full potential.

## **Guidelines**

The curriculum will support all pupils and students to adopt positive attitudes about all the people around them, no matter their personal or family circumstances. The curriculum offers pupils and students the opportunity to develop an awareness of a wide range of sensitive and controversial issues. The curriculum as a whole, and PSHE programmes in particular, encourage pupils and students to:-

- Raise their aspirations
- Appreciate the dangers of prejudice and stereotyping
- Appreciate the choices they can make concerning their future.
- These formal curricular opportunities are supplemented by a wide range of additional activities including themed assemblies; extra-curricular sporting, dramatic and theatrical events; PSHE days; visits by external groups delivering workshops; and the Duke of Edinburgh Award Scheme.

Mutual respect is fundamental to our ethos. All members of the Trust community will be treated with respect and their contribution to the life of the Trust will be valued.

### **Pupils and students are entitled to:-**

- A full range of learning experiences of the highest quality without exception
- The opportunity to make informed choices about their learning experience
- The opportunity to demonstrate their strengths across the curriculum and to identify any areas for future development
- Reasonable adjustment of provision to support additional learning needs.

### **Teachers are entitled to:-**

- discuss attitudes which might lead to pupil or student underachievement or low self-esteem and, in particular, to discuss strategies to improve the performance of particular groups of pupils or students
- Opportunities for professional development and career advancement.

## **Evaluation**

When we are delivering equality of opportunity effectively, we expect to see:-

- Pupil and student success in all areas of the curriculum, both the formal and the informal curriculum
- An atmosphere of trust, integrity and openness between people no matter their personal circumstances or family backgrounds.
- High take-up figures for post 16 education and evidence of access to a range of career destinations
- GCSE and other examination and test results reflecting success for all pupils and students, no matter their personal circumstances or family backgrounds
- High uptake of extra-curricular activities by all pupils and students, no matter their personal circumstances or family backgrounds
- Diversity in terms of protected characteristics reflected in staff uptake of CPD opportunities and participation in management groups.

### **Actions**

To ensure our aims are met, the Trust will do the following:-

- Maintain a register to log all types of bullying. This will be kept in the main administrative office and updated by pastoral leaders as and when an issue arises
- Undertake termly analysis of trends in bullying and cyber bullying, analysis and subsequent responses will address incidents of discrimination or harassment towards anyone on the grounds of gender identity, sexual orientation, religion, race, age or ability. Discrimination includes using homophobic, biphobic, or transphobic language
- Maintain a zero tolerance approach to all forms of bullying
- Produce an anti-bullying and harassment policy that is reviewed regularly in line with other core policies
- Adhere to legislation and best practice guidance surrounding the area of staff recruitment and safe practice
- Ensure all staff receive appropriate awareness training about safeguarding, specifically in the areas of recognising those at risk of abuse or radicalisation.

This policy links with values 3 - Nothing but the best for all, 4 - Taking responsibility and 8 - Moral Compass, of Hummersknott Academy Trust's Vision and Values.

### **RESPONSIBILITY**

This policy will be reviewed and updated, where necessary, by the Executive Principal and approved for adoption to the Board of Directors.

### **PUBLICISING THE POLICY**

A copy of this policy will be available on each Academy's website and the X Drive/intranet where applicable. Staff will be advised of amendments to this policy via the Staff Bulletin/Briefing and are expected to familiarise themselves with the content.

### **POLICY STATUS**

This is a statutory policy.